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Collective Bargaining in the Railroad Industry



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Contracts between unions representing 540,000 railroad employees and the Nation's 56 Class I line-haul railroads and 22 Class I switching and terminal companies were scheduled to expire on December 31, 1977. A group of 20 railroad unions is participating in the coordinated negotiating sessions with the National Railway Labor Conference (NRLC), the bargaining agent for most of the carriers. The size of the unions negotiating as a group varies widely. Three unions—the United Transportation Union (UTU); the Brotherhood of Maintenance of Way Employees (BMW); and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (BRASC)—represent over 80 percent of the workers whose wages and working conditions will be affected by the new contract. The UTU and the Brotherhood of Locomotive Engineers (BLE)—the only railroad union not affiliated with the AFL-CIO—are the major ontrain (operating) unions. Other unions represented at the bargaining table include the Sheet Metal Workers (SMW), Machinists (IAM), and four shopcraft unions affiliated with the Railway Employees' Department—the Carmen (BRC), Firemen and Oilers (IBFO), the Boilermakers (IBB), and Electrical Workers (IBEW).¹

For the first time since the NRLC was formed in 1963, it will not be representing all Class I railroads in the negotiations.² Conrail, largest of the four unaffiliated carriers, is the quasi-governmental enterprise formed April 1, 1976 through the consolidation of seven bankrupt Northeastern railroads. As mandated by Congress in Conrail's charter, the carrier, which employs nearly one-fifth of all Class I railroad workers, must restructure agreements along new class or craft lines with its labor unions. Negotiations on these time-consuming items, begun at Conrail's formation and now near completion, will not be included by the NRLC during the current bargaining sessions.

Coordinated bargaining was introduced in 1973 when all of the major unions agreed to negotiate as a group with the NRLC. Each union is represented by its own negotiator in joint discussions with the NRLC. The parties are limited to negotiating on items included in the national agreement: Wages, cost-of-living adjustments, and health and welfare benefits. Other issues specific to individual unions, such as subcontracting, jurisdiction, and work rules, are considered

in separate negotiating sessions between each union and the NRLC. This approach led to settlement of the 18-month contract by 14 of the unions before the previous agreement expired in July 1973, the first time such a substantial number had signed prior to contract termination in the history of these negotiations. During the 1974 bargaining talks, differences in the national agreement were again settled quickly. Only some union-specific issues delayed ratification by some individual unions until late 1975.

Current bargaining goals

With the continuing rise in prices since the 1974 agreements were signed, all rail unions are reported to be placing major emphasis on monetary issues in this year's negotiations. The unions began filing notices of intent to open negotiations with the carriers as early as January 1977. By early November, nine unions had announced they were seeking a 15-percent wage increase in each of the next three years.³ Similar increases are sought by the other rail unions. The majority of the labor organizations are demanding a cost-of-living adjustment in the new agreement which will provide for a 1-cent-per-hour increase for each 0.3-point rise in the Consumer Price Index (1967=100). All unions seek incorporation of the escalator adjustments into the basic wage rate prior to the expiration of the contract.

In addition to these national wage proposals, individual union demands include varying improvements in health and welfare benefits, more paid holidays, and longer vacations.

¹ The other ten unions participating in the current negotiations are: the Train Dispatchers (TDA), Railroad Yardmasters (RYA), Railroad Signalmen (BRS), Sleeping Car Porters (BSCP), Hotel and Restaurant Employees (HREU), Railway Supervisors (RASA), Transport Workers (TWU), Seafarers (SIU), Marine Engineers (MESA), and Masters, Mates and Pilots (MMP).

² Amtrak is not technically represented by the NRLC in negotiations. However, following union ratification of a contract with the NRLC, Amtrak has customarily signed a similar contract with the unions. The same is expected in the current negotiations.

³ The nine unions are the United Transportation Union, Locomotive Engineers, Maintenance of Way Employees, Railroad Signalmen, Railway and Steamship Clerks, and the four shopcrafts—the Carmen, Boilermakers, Electrical Workers, and Firemen and Oilers.

This report was prepared in the Division of Industrial Relations by Michael E. Kehm.

The carriers' response, delivered on June 13, cites the need for the industry to improve its competitive position through more efficient use of human resources. Currently, operating (ontrain) employees receive 1 day's pay for either 8 hours of work or each 100 miles traveled. This rule, dating back to the 19th century when it provided an incentive for workers to speed up service on the slower trains of the 1800's, now makes it possible for an employee to earn additional pay in one 8-hour shift. The three major counter-proposals by the carriers this year are concerned with work rules in the operating unions only (UTU and BLE). They call for removal of the mileage content of wages, elimination of the distinction between road and yard service, and exclusive determination by management of the proper crew size required for various operations.

The carriers' response also includes lesser demands involving all rail unions, operating and nonoperating alike. One proposal is to reduce existing health and welfare benefits and give employers the sole power to choose the insurer. The carriers also propose a cut in the wage of employees by the amount of increase in taxes paid by carriers for retirement benefits. Management and labor have noted the obvious effort by the operators to avoid the hard-line approach of the 1959 work-rules campaign. Both groups feel this resulted in over a decade of bitterness between the carriers and operating crafts. The continuation of positive management-union cooperation developed during the 1970's hinges greatly on the work-rules issue.⁴

Collective bargaining setting

Because of the importance of the services provided by the Nation's railroads, legislation was enacted over 50 years ago to help settle rail disputes. The Railway Labor Act of 1926, as amended in 1934, set forth specific procedures for settling disputes over the terms of a new or renewed agreement. The party wishing to reopen the contract must give the other 30 days notice of such intent within which time negotiations must begin. Failing agreement, either or both groups may request the assistance of the National Mediation Board (NMB), or the NMB itself may proffer its services. Should mediation fail to bring about a settlement, the NMB, unless either party refuses, submits the dispute to arbitration. If arbitration is rejected and the NMB judges that the dispute will "threaten substantially to interrupt interstate commerce," the President may create an ad hoc emergency board "to investigate and report on such disputes" within 30 days. During this period, strikes and changes in employee working conditions are prohibited.

Although over 90 percent of all railroad mediation cases have been resolved without resort to these emergency procedures, the act, as seen by some, has been much more a success than a failure. By forcing the parties to negotiate at the bargaining table for a much longer time than usual, it has helped to solve many disputes without any interruptions in railroad service.⁵

Despite the use of national bargaining within the railroad industry in some form since 1931, this bargaining pattern did not reach full maturity until 1963, when the employers formed the National Railway Labor Conference (NRLC) as their bargaining representative in national negotiations. During the 1970's as many as 18 major railroad unions were simultaneously under individual national agreements with the NRLC. Because all of these unions respect picket lines, each of the 18 was capable of precipitating an industrywide shutdown that could reasonably be termed a national emergency. For example, the Brotherhood of Railway Signalmen, a union of only 10,000 members, voted to strike in 1971 and subsequently shut down the entire industry of 544,000 workers. Unification of the carriers on the bargaining front has focused attention on railroad negotiations and increased government involvement since 1963. However, the introduction in 1973 of coordinated bargaining between the NRLC and all major railroad unions as a single group and the reduction in the number of rail unions through further mergers may reduce the necessity of Federal intervention in rail disputes in the future.

1974 agreement

Contracts covering approximately 500,000 railroad employees terminated on December 31, 1974. Formal negotiation sessions, however, did not begin until November 1974 because both labor and management, under terms of the 1973 agreement, had agreed to support legislation restructuring the railroad retirement system. The pension fund, which is administered by the Railroad Retirement Board, had recently experienced financial problems due to a reduction in employment and an increase in retirees. Under terms of the amendment to the Railroad Retirement Act passed by Congress in late October 1974, equal contributions by workers and carriers to the fund were adjusted to an approximately 40 percent employee and 60 percent employer share.

The carriers began negotiations with individual unions on potentially expensive union-specific issues such as jurisdiction and subcontracting. By the end of November the carriers felt enough progress had been made on these particular issues with a sufficient number of organizations to begin negotiations on the common industrywide monetary questions.

On January 29, 1975, the carriers and four unions—BRS, BMWE, UTU, and SMW—representing 45 percent of all employees involved in the negotiations, tentatively agreed on a 3-year contract. This agreement provided for a 10-percent wage increase retroactive to January 1, 1975, a 5-percent increase in October of the same year, 3 percent in April 1976, and 4 percent in July 1977. In addition,

⁴ See *Railway Age*, June 27, 1977 and *Labor*, July 6, 1977.

⁵ See Aaron et al., *The Railway Labor Act at Fifty*, (U.S. Government Printing Office, Washington, D.C., 1976), p. 185.

significant improvements were reached—the first company paid dental plan in the railroad industry and the first cost-of-living escalator provision in 15 years. The escalator clause provided for adjustments in January and July of 1976 and 1977 of 1 cent per hour for each 0.4-point change in the Consumer Price Index (1967=100) for the first three adjustments and for each 0.3-point for the last one. These adjustments, limited to a total of 68 cents, were to be automatically incorporated into the basic wage rates prior to the contract termination.

This settlement established a pattern for the industry and averted a threatened strike by the Sheet Metal Workers scheduled for January 24, 1975. Normally, rail unions are blocked from striking for 60 days after the appointment of an Emergency Board by the President. However, because the SMW was technically still negotiating on outstanding 1973 issues but had agreed to defer these until 1974, the union was free to strike.

Five other unions ratified similar contract terms shortly thereafter, bringing the total in agreement to 60 percent of all railroad employees. However, six unions had not, the largest of which was BRASC which represented one-fourth of all railroad workers.

The National Mediation Board intervened in mid-January 1975 at the request of BRASC. A lifetime job guarantee and a reduction in the number of employees exempt from union membership were the two main areas of disagreement. After mediation failed, BRASC issued a strike call for April 18, but President Ford postponed the walkout for at least 60 days by appointing a three-member Emergency Board to handle the case.

In order to discourage future attempts by individual unions to obtain terms more favorable than those in the industry pattern agreement, the Emergency Board recommended in June that the final settlement between BRASC and management should not exceed the overall wage and benefit package of the pattern settlement. The Board members suggested possible modifications within this framework tailored to the union's preference.

Negotiations continued without success, and a strike appeared imminent after the cooling-off period expired on June 22. However, "at the request of Federal mediators, the union agreed to postpone the strike deadline until July 21."⁶

A nationwide rail shutdown was averted in mid-July after eleventh-hour bargaining in which the NMB and a Presidential "troubleshooter" played a large role. The tentative agreement, reached on July 18, followed the wage and benefit provisions of the industry settlement. Also, BRASC obtained an additional cost-of-living adjustment of up to 23 cents per hour effective January 1, 1978, the day the latest contract expired.

The Railway Employees' Department, representing 70,000 members of the four shopcraft unions, became the last to settle with the carriers on December 4, 1975, the strike deadline.⁷ President Ford had appointed an Emergency

Board on September 2 following the NMB's inability to settle the dispute through mediation. The ratified contract followed the pattern agreement and established strict limits on subcontracting, the key issue in the dispute. An additional 3-cent-per-hour wage increase, effective January 1, 1978, was obtained for shopcraft mechanics to eliminate the differential between them and signal mechanics.

Work stoppage summary, 1950-76

A 27-year record of work stoppages in the railroad industry is provided in table 1. Table 2 gives specific information on the major issue and type of workers involved in these strikes while table 3 provides a detailed listing of all stoppages in which 10,000 or more workers participated.

All major measures of strike activity increased from the 1950's to 1960's (table 1). The introduction of labor-saving technology led to an increase in the number of stoppages over job security and work rules during the latter period.

Rising strike activity continued into the 1970's. Although the average number of strikes fell from 16 to 9 per year from the 1960's to 1970's, the average number of workers involved in disputes nearly doubled, and the average per stoppage almost quadrupled. The equivalent of 32.9 percent of all railroad workers participated in strikes in the 1970's, a two-and-a-half-fold increase above the level of the previous ten years.

The average annual number of days away from the job in the 1970's decreased to the lowest of the three decades. But, because of the more than 50 percent reduction in the size of the industry work force from 1950-70, days idle as a percent of estimated working time during the 1970's (.25 percent) was the highest level of all three time periods.

Average strike duration, as measured by days idle per striker, decreased for the third decade in a row (to 1.9 days), possibly reflecting the increased focus of the Federal Government on rail disputes under the provisions of the Railway Labor Act.

Three large walkouts in 1970 and 1971 caused most of the strike activity of the 1970's. These strikes accounted for 77 percent of all workers involved in railroad stoppages and 84 percent of the total days away from the job during the 1970's. Two of these disputes resulted in nearly all of the idleness of 1971. At 1.8 million days idle, this was the highest level experienced in any year from 1950 to 1976.

Over 43 percent of the 376 walkouts and more than two-fifths of all the consequent days idle during the 27-year period occurred between 1964 and 1971. Seven of every

⁶ See *Monthly Labor Review*, January 1976, p. 10.

⁷ Contracts along the lines of the pattern agreement had been signed by the American Train Dispatchers Association on February 6, 1975, the Brotherhood of Locomotive Engineers on March 6, 1975, the International Association of Machinists on March 12, 1975, and the Railroad Yardmasters of America on September 16, 1975. Two major organizations, the Hotel and Restaurant Employees and Bartenders International Union and the Brotherhood of Sleeping Car Porters, did not negotiate nationally. They ratified contracts with Amtrak similar to the pattern agreement on March 18, 1975 and April 8, 1975, respectively.

ten workers involved in work stoppages from 1950 to 1976 participated in strikes during these hectic 8 years when technological changes caused a reduction in the number of workers required for proper rail operation. Subsequently, strike activity dropped from 21 per year during these disruptive years to 4 per year from 1972 to 1976. This decrease resulted primarily from a decline in strife over technological innovations, centralized bargaining on behalf of both the unions and employers, and a move toward common contract expiration dates.

Work stoppages, 1974-76

Despite the fact that strike activity rose to new peaks in the early 1970's, the 1974-76 period was comparatively peaceful. All measures of average annual strike activity during 1974-76 were lower in these 3 years than during the previous 24-year span (table 2). Only 13 walkouts and 99,000 days of idleness occurred during 1974-76, lower than any other 3-year period from 1950 to 1973. At 71,000, the total number of workers involved in disputes during these 3 years was the lowest since the 1962-64 period. Days idle as a percent of total estimated working time dropped to 0.2 percent during 1974-76, the lowest 3-year average during the 27-year period.

Labor disputes were few in number from 1974 to 1976 possibly because contracts were reopened only in 1974. Only one major walkout (table 3) resulted over these negotiations. Under terms of the ratified contract, all of the unions and carriers agreed to a 3-year moratorium period beginning January 1, 1975, during which no new demands or changes in working conditions would be made.

Generally, 1975 exhibited the greatest and the following year exhibited the least amount of strike activity during the 3 years. In 1976, each of the three measures of workers involved in disputes in table 1 was the lowest since 1963. Only in 1958 were total days of idleness and total days idle as a percentage of all estimated working time from 1950-76 lower than in 1976.

Major issues. During 1950-73, noneconomic issues were the major cause of two-thirds of all strikes in the railroad

industry. Disputes over administration (work rules) and job security were responsible for the majority of all work stoppages. Noneconomic walkouts were longer, but strikes over economic matters were larger.

From 1974 to 1976 this trend continued. Although economic strikes were both larger and longer, noneconomic issues were again the reason for most work stoppages. These walkouts accounted for 95 percent of all workers involved in disputes and 91 percent of total days idle during this time. Disputes over administration alone resulted in approximately half of the total number of stoppages, strikers, and days of idleness during 1974-76.

While operating employees were involved in more stoppages in the earlier two decades, nonoperating personnel participated in most walkouts during the first four years of the 1970's. In 1974-76, the pattern returned to that of the 1950's and 1960's. However, whereas both groups together initiated just 6 percent of the work stoppages from 1950-73, both participated in nearly half of all walkouts from 1974 to 1976.

Major stoppages. Twenty-eight major strikes (involving 10,000 workers or more) occurred during the 27-year period, with all but five occurring after the first decade (table 3). Twelve of these stoppages occurred during the 1960's, eight during 1970-73, and three in the latest period. The 25 large walkouts during 1950-73 accounted for 90 percent of all railroad workers idled by disputes and about two-thirds of total days away from the job during the 27-year span. The three major disputes from 1974-76 resulted in similar percentages of all strikers and days of idleness for this period.

The 1971 nationwide strike of 544,000 workers initiated by the Brotherhood of Railroad Signalmen was the largest single walkout during the 1950-76 period. However, a strike by ten nonoperating unions in 1955 against the Louisville and Nashville Railroad accounted for the largest number of days away from the job. This 58-day strike by 24,000 workers caused over 1-million days of idleness.⁸

⁸ See *Handling of Rail Disputes Under the Railway Labor Act, 1950-69*, Bulletin 1753 (Bureau of Labor Statistics, 1972).

The following tables provide the work stoppage record for the railroad industry from 1950 to 1976. The definition of the industry conforms to the description of the industry group 40 of the *Standard Industrial Classification Manual*, 1967 edition, issued by the Office of Management and Budget.

All stoppages involving 10,000 workers or more are listed in table 3. In some cases, the number of workers shown may include workers employed in other industries. These workers were not included in the aggregates in table 1.

Data are based on all work stoppages involving six workers or more and lasting at least a full day or shift. Figures on "workers involved" and "days idle" cover all workers idled for as long as one shift in establishments directly involved in a stoppage. They do not measure the indirect or secondary effects on other establishments or industries, the employees of which are idled as a result of material or service shortages.

Table 1. Work stoppages in the railroad industry, 1950-76

Year	Number of stoppages	Workers involved ¹			Days idle during year		Agreement expiration or reopening ³
		Number (thousands)	Average per stoppage	Percent of total employed in industry ¹	Number (thousands)	Percent of total working time ²	
1950	17	260.9	15,347	18.8	1,450.3	.41	—
1951	17	75.9	4,464	5.2	466.7	.13	x
1952	15	48.5	3,234	3.5	265.1	.07	—
1953	23	15.6	677	1.1	197.8	.06	x
1954	10	3.9	391	.3	37.0	.01	x
1955	20	40.2	2,008	3.3	1,059.2	.34	x
1956	14	7.2	514	.6	47.2	.02	x
1957	15	16.6	1,107	1.5	494.1	.17	—
1958	11	3.3	300	.3	3.6	(⁴)	—
1959	10	7.8	778	.8	69.4	.03	—
Mean, 1950-59	15	48.0	3,157	3.9	409.0	.13	
1960	16	100.9	6,308	11.4	759.4	.34	x
1961	9	24.3	2,695	3.0	169.0	.08	—
1962	4	15.7	3,923	2.0	391.3	.19	x
1963	3	3.0	380	.4	481.7	.24	—
1964	27	46.0	1,704	6.1	604.4	.31	x
1965	19	46.8	2,464	6.4	428.7	.23	x
1966	23	129.8	5,645	18.1	371.5	.20	—
1967	28	481.0	17,178	69.6	686.5	.39	x
1968	19	63.9	3,365	10.0	318.7	.19	x
1969	11	38.3	3,483	6.0	117.4	.07	x
Mean, 1960-69	16	95.0	5,791	12.7	432.8	.23	
1970	29	461.0	15,897	73.5	488.6	.31	—
1971	9	681.9	75,765	113.9	1,845.7	1.21	x
1972	6	36.7	6,117	6.4	42.8	.03	—
1973	3	73.1	24,359	12.8	73.3	.05	x
1974	6	13.1	2,180	2.2	14.5	.01	x
1975	3	54.0	17,994	10.0	73.2	.05	—
1976	4	3.8	938	.7	11.8	.01	—
Mean, 1970-76	9	189.1	22,059	32.9	364.3	.25	

¹ Workers are counted more than once if involved in more than 1 stoppage during a year.

² Idleness as a percent of total working time is the ratio of days of idleness to average employment multiplied by total

working days for the year.

³ x denotes years in which contract that covered the majority of the workers in the industry were open for negotiations

⁴ Less than 0.005 percent.

Table 2. Work stoppages in the railroad industry by major issue and group of workers, selected periods, 1950-76

(Workers and days idle in thousands)

Issue	1950-59 ¹						1960-69					
	Stoppages		Workers involved		Days idle		Stoppages		Workers involved		Days idle	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
All issues	151	100.0	479.7	100.0	4,092.8	100.0	164	100.0	950.0	100.0	4,325.5	100.0
Economic issues	72	47.7	258.9	54.0	3,147.3	76.9	39	23.8	574.3	60.5	2,622.0	60.6
Wages	43	28.5	219.0	45.7	1,998.4	48.8	27	16.5	559.0	58.8	2,573.7	59.5
Operating employees	22		192.0		1,160.0		16		68.7		392.5	
Nonoperating employees	13		22.4		734.8		10		490.0		2,175.6	
Both	8		4.7		103.8		1		.2		5.5	
Supplementary benefits	2	1.3	24.6	5.1	1,005.3	24.6	2	1.2	3.0	.3	3.0	.1
Operating employees	—		—		—		2		3.0		—	
Nonoperating employees	1		23.9		1,002.5		—		—		—	
Both	1		.7		2.8		—		—		—	
Wage adjustments	27	17.9	15.3	3.2	143.5	3.5	10	6.1	12.3	1.3	45.3	1.0
Operating employees	18		11.7		132.6		6		10.3		43.0	
Nonoperating employees	8		3.5		10.6		4		1.9		2.3	
Both	1		.2		.3		—		—		.3	
Noneconomic issues	79	52.3	220.8	46.0	945.5	23.1	125	76.2	375.7	39.5	1,703.5	39.4
Union organization and security	3	2.0	2.7	.6	50.1	1.2	1	.6	.2	(¹)	.6	(¹)
Operating employees	2		1.3		1.3		1		.2		.6	
Nonoperating employees	—		—		—		—		—		—	
Both	1		1.4		48.8		—		—		—	
Job security	31	20.5	187.9	39.2	803.8	19.6	34	20.7	242.8	25.6	1,231.8	28.5
Operating employees	20		181.0		783.5		20		152.4		398.3	
Nonoperating employees	9		6.7		19.8		14		90.4		833.5	
Both	2		.3		.6		—		—		—	
Plant administration	41	27.2	27.1	5.6	86.5	2.1	75	45.7	125.1	13.3	460.4	10.6
Operating employees	29		19.6		57.5		48		95.2		399.2	
Nonoperating employees	11		6.1		18.6		27		18.4		61.2	
Both	1		1.4		10.4		—		—		—	
Other working conditions	—		—		—		4	2.4	1.4	.1	2.5	.1
Operating employees	—		—		—		4		1.4		2.5	
Nonoperating employees	—		—		—		—		—		—	
Both	—		—		—		—		—		—	
Intraunion or interunion matters	4	2.6	3.0	.6	5.0	.1	10	6.1	4.4	.5	7.4	.2
Operating employees	2		2.4		3.1		1		.4		.4	
Nonoperating employees	2		.6		1.9		7		3.4		6.2	
Both	—		—		—		2		.6		.8	
Other	—		—		—		1	.6	.8	.1	.8	(¹)
Operating employees	—		—		—		1		.8		.8	
Nonoperating employees	—		—		—		—		—		—	
Both	—		—		—		—		—		—	
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Issue	1970-73 ²						1974-76					
	Stoppages		Workers involved		Days idle		Stoppages		Workers involved		Days idle	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
All issues	46	100.0	*1,252.6	100.0	*2,450.3	100.0	13	100.0	70.8	100.0	99.5	100.0
Economic issues	11	23.9	*984.0	77.0	*1,335.4	54.5	3	23.1	3.5	4.9	8.9	8.9
Wages	11	23.9	*984.0	77.0	*1,335.4	54.5	2	15.4	.8	1.1	1.1	.8
Operating employees	2		*.5		4.7		—		—		—	
Nonoperating employees	7		554.5		921.6		—		—		—	
Both	2		408.9		408.9		2		.8		.8	
Supplementary benefits	—		—		—		—		—		—	
Operating employees	—		—		—		—		—		—	
Nonoperating employees	—		—		—		—		—		—	
Both	—		—		—		—		—		—	
Wage adjustments	—		—		—		1	7.7	2.7	3.8	8.1	8.1
Operating employees	—		—		—		1		2.7		8.1	
Nonoperating employees	—		—		—		—		—		—	
Both	—		—		—		—		—		—	
Noneconomic issues	35	76.1	288.6	23.0	1,114.9	45.5	10	76.9	67.3	95.1	90.6	91.1
Union organization and security	2	4.3	.1	(¹)	.2	(¹)	1	7.7	(¹)	(¹)	.4	.4
Operating employees	—		—		—		—		—		—	
Nonoperating employees	1		(¹)		.1		—		—		—	
Both	1		.1		.1		1		(¹)		(¹)	
Job security	3	6.5	1.8	.1	2.7	.1	1	7.7	22.4	31.6	22.4	22.5
Operating employees	—		—		—		1		22.4		22.4	
Nonoperating employees	3		1.8		2.7		—		—		—	
Both	—		—		—		—		—		—	
Plant administration	21	45.7	283.2	22.6	1,103.7	45.0	6	46.2	34.7	49.0	57.6	57.9
Operating employees	8		254.1		997.3		3		2.8		4.2	
Nonoperating employees	13		29.1		106.4		1		1.6		20.8	
Both	—		—		—		2		30.3		32.5	
Other working conditions	7	15.2	3.3	.3	7.7	.3	1	7.7	.3	.4	.3	.3
Operating employees	1		.2		.2		1		.3		.3	
Nonoperating employees	6		3.1		7.4		—		—		—	
Both	—		—		—		—		—		—	
Intraunion or interunion matters	2	4.3	.1	(¹)	.6	(¹)	1	7.7	10.0	14.1	10.0	10.1
Operating employees	—		—		—		—		—		—	
Nonoperating employees	2		.1		.6		—		—		—	
Both	—		—		—		1		10.0		10.0	
Other	—		—		—		—		—		—	
Operating employees	—		—		—		—		—		—	
Nonoperating employees	—		—		—		—		—		—	
Both	—		—		—		—		—		—	

See footnotes at end of table.

Table 2. Work stoppages in the railroad industry by major issue and group of workers, selected periods, 1950-76—Continued

(Workers and days idle in thousands)

Issue	1974						1975					
	Stoppages		Workers involved		Days idle		Stoppages		Workers involved		Days idle	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
All issues	6	100.0	13.1	100.0	14.5	100.0	3	100.0	54.0	100.0	73.2	100.0
Economic issues	1	16.7	(¹)	.3	(¹)	.3	—	—	—	—	—	—
Wages	1	16.7	(¹)	.3	(¹)	.3	—	—	—	—	—	—
Operating employees	—	—	—	—	—	—	—	—	—	—	—	—
Nonoperating employees	—	—	—	—	—	—	—	—	—	—	—	—
Both	1	—	(¹)	—	(¹)	—	—	—	—	—	—	—
Supplementary benefits	—	—	—	—	—	—	—	—	—	—	—	—
Operating employees	—	—	—	—	—	—	—	—	—	—	—	—
Nonoperating employees	—	—	—	—	—	—	—	—	—	—	—	—
Both	—	—	—	—	—	—	—	—	—	—	—	—
Wage adjustments	—	—	—	—	—	—	—	—	—	—	—	—
Operating employees	—	—	—	—	—	—	—	—	—	—	—	—
Nonoperating employees	—	—	—	—	—	—	—	—	—	—	—	—
Both	—	—	—	—	—	—	—	—	—	—	—	—
Noneconomic issues	5	83.3	13.1	99.7	14.5	99.8	3	100.0	54.0	100.0	73.2	100.0
Union organization and security	—	—	—	—	—	—	—	—	—	—	—	—
Operating employees	—	—	—	—	—	—	—	—	—	—	—	—
Nonoperating employees	—	—	—	—	—	—	—	—	—	—	—	—
Both	—	—	—	—	—	—	—	—	—	—	—	—
Job security	—	—	—	—	—	—	1	33.3	22.4	41.5	22.4	30.6
Operating employees	—	—	—	—	—	—	1	—	22.4	—	22.4	—
Nonoperating employees	—	—	—	—	—	—	—	—	—	—	—	—
Both	—	—	—	—	—	—	—	—	—	—	—	—
Plant administration	3	50.0	2.8	21.3	4.2	29.1	2	66.7	31.6	58.5	50.8	69.4
Operating employees	3	—	2.8	—	4.2	—	—	—	—	—	—	—
Nonoperating employees	—	—	—	—	—	—	1	—	1.6	—	20.8	—
Both	—	—	—	—	—	—	1	—	30.0	—	30.0	—
Other working conditions	1	16.7	.3	1.9	.3	1.7	—	—	—	—	—	—
Operating employees	1	—	—	—	—	—	—	—	—	—	—	—
Nonoperating employees	—	—	—	—	—	—	—	—	—	—	—	—
Both	—	—	—	—	—	—	—	—	—	—	—	—
Intraunion or interunion matters	1	16.7	10.0	76.5	10.0	68.9	—	—	—	—	—	—
Operating employees	—	—	—	—	—	—	—	—	—	—	—	—
Nonoperating employees	—	—	—	—	—	—	—	—	—	—	—	—
Both	1	—	10.0	—	10.0	—	—	—	—	—	—	—
Other	—	—	—	—	—	—	—	—	—	—	—	—
Operating employees	—	—	—	—	—	—	—	—	—	—	—	—
Nonoperating employees	—	—	—	—	—	—	—	—	—	—	—	—
Both	—	—	—	—	—	—	—	—	—	—	—	—
							1976					
All issues	4	100.0	3.8	100.0	11.8	100.0	2	50.0	3.4	91.7	8.8	75.2
Economic issues	1	25.0	.7	19.7	.7	6.3	—	—	—	—	—	—
Wages	1	—	.7	—	.7	—	—	—	—	—	—	—
Operating employees	—	—	—	—	—	—	—	—	—	—	—	—
Nonoperating employees	—	—	—	—	—	—	—	—	—	—	—	—
Both	1	—	.7	—	.7	—	—	—	—	—	—	—
Supplementary benefits	—	—	—	—	—	—	—	—	—	—	—	—
Operating employees	—	—	—	—	—	—	—	—	—	—	—	—
Nonoperating employees	—	—	—	—	—	—	—	—	—	—	—	—
Both	—	—	—	—	—	—	—	—	—	—	—	—
Wage adjustments	1	25.0	2.7	72.0	8.1	68.9	1	—	2.7	—	8.1	—
Operating employees	1	—	—	—	—	—	—	—	—	—	—	—
Nonoperating employees	—	—	—	—	—	—	—	—	—	—	—	—
Both	—	—	—	—	—	—	—	—	—	—	—	—
Noneconomic issues	2	50.0	.3	8.3	2.9	24.8	1	25.0	(¹)	.8	.4	3.3
Union organization and security	1	—	—	—	—	—	—	—	—	—	—	—
Operating employees	—	—	—	—	—	—	—	—	—	—	—	—
Nonoperating employees	—	—	—	—	—	—	—	—	—	—	—	—
Both	1	—	(¹)	—	.4	—	—	—	(¹)	—	.4	—
Job security	—	—	—	—	—	—	—	—	—	—	—	—
Operating employees	—	—	—	—	—	—	—	—	—	—	—	—
Nonoperating employees	—	—	—	—	—	—	—	—	—	—	—	—
Both	—	—	—	—	—	—	—	—	—	—	—	—
Plant administration	1	25.0	.3	7.5	2.5	21.4	—	—	—	—	—	—
Operating employees	—	—	—	—	—	—	—	—	—	—	—	—
Nonoperating employees	—	—	—	—	—	—	—	—	—	—	—	—
Both	1	—	.3	—	2.5	—	—	—	.3	—	2.5	—
Other working conditions	—	—	—	—	—	—	—	—	—	—	—	—
Operating employees	—	—	—	—	—	—	—	—	—	—	—	—
Nonoperating employees	—	—	—	—	—	—	—	—	—	—	—	—
Both	—	—	—	—	—	—	—	—	—	—	—	—
Intraunion or interunion matters	—	—	—	—	—	—	—	—	—	—	—	—
Operating employees	—	—	—	—	—	—	—	—	—	—	—	—
Nonoperating employees	—	—	—	—	—	—	—	—	—	—	—	—
Both	—	—	—	—	—	—	—	—	—	—	—	—
Other	—	—	—	—	—	—	—	—	—	—	—	—
Operating employees	—	—	—	—	—	—	—	—	—	—	—	—
Nonoperating employees	—	—	—	—	—	—	—	—	—	—	—	—
Both	—	—	—	—	—	—	—	—	—	—	—	—

¹ Exclude a 2-day stoppage in 1956 for which no major issue was reported and which involved 188 workers and 372 days of idleness.

² Exclude a 1-day stoppage for which no major issue was reported, which involved 40 workers and 40 days.

³ Less than 0.05 percent.

⁴ Less than 100 workers.

⁵ Less than 100 days idle.

⁶ Revised.

NOTE: Dash equals zero.

Because of rounding, sums of individual items may not equal totals.

Table 3. Work stoppages in the railroad industry involving 10,000 workers or more, 1950-76

Beginning date	Approximate duration (calendar days) ¹	Establishment(s) and location	Union(s) involved ²
1950-May 10	7	Pennsylvania R. R. (west of Harrisburg); N.Y. Central R. R. (west of Buffalo); Southern Railway Co.; Atchison, Topeka & Santa Fe R. R.; Union Pacific R. R. (affected operations in 27 States)	Brotherhood of Locomotive Firemen & Enginemen (Ind.)
—June 25	14	Chicago, Rock Island & Pacific R. R.; Great Northern Ry. Co.; Chicago Great Western Ry. Co.; Denver & Rio Grande Western R. R. Co.; Western Pacific R. R. Co. (affected operations in 33 States)	Switchmen's Union (AFL)
1951-Jan. 30	³ 12	Railroad industry, nationwide	Brotherhood of Railroad Trainmen (Ind.)
1952-Mar. 9	⁴ 4	New York Central; Terminal Railroad Association of St. Louis; and others (11 States)	Brotherhood of Locomotive Engineers (Ind.); Brotherhood of Locomotive Firemen and Enginemen, (Ind.); Order of Railway Conductors (Ind.)
1953-54		None	
1955-Mar. 14	58	Louisville and Nashville Railroad Co. and subsidiaries, 14 States: Ala., Fla., Ga., Ill., Ind., Ky., La., Miss., Mo., N.C., Ohio, S.C., Tenn., and Va.	10 AFL nonoperating unions
1956-59		None	
1960-Sept. 1	12	The Pennsylvania Railroad Co., 13 States and the District of Columbia	Transport Workers; Boiler-makers; Sheet Metal Workers; and Machinists
1961-Jan. 10	14	New York Harbor carrier (railroad tugboats, ferries, etc.), Port of New York; New York and New Jersey ⁵	Railroad Marine Division of Seafarers' International Union; National Marine Engineers' Beneficial Association; International Organization of Masters, Mates and Pilots
1962-Aug. 30	30	Chicago and North Western Railway Co., 9 States	Railroad Telegraphers

See footnotes at end of table.

Approximate number of workers involved ²	Major terms of settlement	Beginning date
175,000	Parties agreed to submit to arbitration union's claim that "special duty" men were assigned to firemen's work on high speed Diesel locomotives.	May 10—1950
59,000	Operations resumed on July 6 on all but Rock Island line. On July 8 President Truman ordered Army to seize and operate the Rock Island Railroad. Agreement subsequently reached on Sept. 1.	June 25—
70,000	Wages-hours-rules dispute not settled at termination of stoppage. Army directive provided for interim hourly wage increases of 12½ cents for yardmen and yardmasters and 5 cents for road service employees, effective Oct. 1, 1950, pending settlement of the dispute by the parties involved.	Jan. 30—1951
41,000	Workers returned to their jobs in compliance with restraining order issued by a United States district court.	Mar. 9—1952
.....	..... None .....	..... —1953-54
24,000	Agreement to submit to arbitration the dispute over a health and welfare plan, vacations, holidays, and various working rules. Arbitrator ruled that the railroads should place into effect changes in vacations, holidays, and other working rules generally similar to those agreed upon by other Class I railroads and the nonoperating unions in August 1954, and should pay the full cost of a health and welfare plan.	Mar. 14—1955
.....	..... None .....	..... —1956-59
72,000	Open-end agreement providing severance pay for employees with more than 5 years' service in powerplants sold to other companies, jurisdictional question between the Sheet Metal Workers' Association and the Brotherhood of Maintenance of Way Employees to be worked out between the unions; continuation of the company's right to use journeymen to do helper's work unless there is a total of 8 hours of helper's work on a shift, and agreement not to farm out shopwork unless it can be done at a lower cost.	Sept. 1—1960
⁶ 23,000	Agreement provided for a 4-percent pay raise, 2 percent retroactive to July 1, 1960, and 2 percent effective March 1, 1961, and elimination of the cost-of-living escalation clause. Captains and engineers received an extra 45 cent-a-day increase, retroactive to July 1, 1960, to reduce the New York-Philadelphia wage differential. The agreement also included changes in paid holidays and vacations, and establishment of a joint committee (headed by a neutral chairman) to work out changes in the railroad welfare program. The agreement called for the referral of the crew-size issue to a Presidential Commission.	Jan. 10—1961
15,000	Work was resumed without settlement and issues were submitted to arbitration. Arbitration Board ruled that the railroad had the right to drop telegraphers' jobs without prior union approval; the right to cut the size of "relief boards" of extra employees; and that management should retain "the initiative" in determining the jobs to be abolished, but must give a 90-day notice to the union of the job cuts.	Aug. 30—1962

Table 3. Work stoppages in the railroad industry involving 10,000 workers or more, 1950-76—Continued

Beginning date	Approximate duration (calendar days) ¹	Establishment(s) and location	Union(s) involved ²
1963		None	
1964—Apr. 8	2	Illinois Central Railroad, systemwide	Brotherhood of Locomotive Firemen and Enginemen; Brotherhood of Locomotive Engineers (Ind.); Order of Railway Conductors and Brakemen (Ind.); Brotherhood of Railroad Trainmen
—June 15	1	Missouri—Kansas—Texas Railroad Co.; Missouri—Pacific Railroad Co.; The Texas Mexican Railway Co.; Southern Pacific Co.—Texas and Louisiana Lines; The Texas and Pacific Railway Co.; The Port Terminal Railway Association of Houston, interstate	Brotherhood of Railroad Trainmen
1965—Nov. 18	1	Atchison, Topeka and Santa Fe Railway, systemwide	Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees
1966—Mar. 31	4	Railroad industry (8 lines), interstate	Brotherhood of Locomotive Firemen and Enginemen
1967—July 16	2	Railroad industry, nationwide	6 shopcraft unions
1968—Feb. 5	5	Missouri Pacific, Seaboard Coast Line, and Texas and Pacific Railroads, interstate	Brotherhood of Railroad Trainmen
—Nov. 6	2	Louisville and Nashville Railroad, systemwide	Brotherhood of Railroad Trainmen
1969—Jan. 13	1	Louisville and Nashville Railroad Company, interstate	United Transportation Union, (formerly Brotherhood of Railroad Trainmen)
—Apr. 8	5	Illinois Central Railroad, systemwide	United Transportation Union
1970—July 7	1	Baltimore and Ohio, Southern Pacific, Louisville and Nashville Railroads, interstate	United Transportation Union

See footnotes at end of table.

Approximate number of workers involved ²	Major terms of settlement	Beginning date
.....	..... None	—1963
20,000	This stoppage, which precipitated a threat of a nationwide rail strike, resulted from the railroad's refusal to bargain locally on the "work rules" issues on which national agreement had not been reached. It was terminated when the parties agreed to President Johnson's request for a 15-day status quo period, during which negotiations would be held on a national basis. Tentative agreement on all issues in dispute was announced on Apr. 22, 1964, 2 days before the expiration of the truce period.	Apr. 8—1964
13,000	Work was resumed in compliance with Federal court restraining orders.	June 15—
29,000	Work was resumed following agreement to submit the issues in dispute to mediation.	Nov. 18—1965
116,000	The stoppage, which resulted from a dispute over job security, was terminated in compliance with Federal court restraining orders when the carriers agreed that no reprisals would be taken against the workers and that pending litigation against the union would be dropped.	Mar. 31—1966
459,000	The stoppage, which resulted from a dispute over wages, was terminated after President Johnson signed legislation allowing the Attorney General to obtain an injunction ordering workers to return to their jobs.	July 16—1967
39,000	Stoppage, after expiration of an arbitration award that reduced size of crews, settled by agreement to increase size of one-half the road's crews and size of the remaining crews to be determined by union-management evaluations.	Feb. 5—1968
14,000	Stoppage, after expiration of an arbitration award that reduced size of crews, halted after 1 day by Presidential appointment of emergency board under the Railway Labor Act. February 1969 settlement, reached after a 1-day strike in January, increased size of one-half of road's crew and size of the remaining crews to be determined by union-management evaluations.	Nov. 6—
13,000	Stoppage halted after 1 day by a temporary restraining order of U.S. District Court. Interim agreement provided restoration of 250 brakemen positions (that had been eliminated by attrition since 1964) over next 5 months, remaining 250 jobs to be subject of continuing evaluation by management and labor.	Jan. 13—1969
16,000	Stoppage terminated following restoration of 225 trainmen positions eliminated in 1964; negotiations to continue on remaining job in dispute, as well as on "progressive innovations" to attract patronage.	Apr. 8—
32,000	This strike, which was called over a longstanding dispute concerning elimination of firemen's jobs, was terminated when President Nixon appointed an emergency board under the Railway Labor Act and ordered the strike halted for 60 days.	July 7—1970

Table 3. Work stoppages in the railroad industry involving 10,000 workers or more, 1950-76—Continued

Beginning date	Approximate duration (calendar days) ¹	Establishment(s) and location	Union(s) involved ²
1970—Continued			
—Sept. 15	1	Baltimore and Ohio, Southern Pacific, and Chesapeake and Ohio Railroads, interstate	United Transportation Union; Brotherhood of Railway, Airline, and Steamship Clerks; Brotherhood of Maintenance of Way Employees; Hotel and Restaurant Employees and Bartenders International Union
—Dec. 10	1	Railroad industry, interstate	Brotherhood of Maintenance of Way Employees; United Transportation Union; Brotherhood of Railway, Airline, and Steamship Clerks; Hotel and Restaurant Employees and Bartenders International Union
1971—May 17	3	Railroad industry, interstate	Brotherhood of Railroad Signalmen
—July 16	18	Railroad industry, interstate	United Transportation Union
1972—Mar. 10	1	Southern Pacific Transportation Co., interstate	United Transportation Union
—Oct. 20	4	Railway Express Agency, nationwide	Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
1973—Feb. 8	1	Penn Central Railroad Co., Northeastern States	United Transportation Union
1974—July 30	1	Norfolk Western Railway Co., interstate	International Brotherhood of Electrical Workers
1975—Jan. 27	1	Burlington Northern Railroad, Inc; Louisville and Nashville Railroad; Chesapeake and Ohio Railway Co., 22 States	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers, and Helpers; Brotherhood of Railway Carmen of the United States and Canada; International Brotherhood of Electrical Workers; International Brotherhood of Firemen and Oilers

See footnotes at end of table.

Approximate number of workers involved ²	Major terms of settlement	Beginning date
49,000	A Federal court restraining order was issued before the stoppage; workers complying with the court order returned the next day.	Sept. 15—
360,000	Resulting from a dispute over rules and wages, this stoppage was terminated after President Nixon signed legislation banning further strike action until Mar. 1, 1971. After an injunction was issued, the four unions returned to work. Under the terms of the legislation, workers were awarded a 13.5 percent-wage increase retroactive to Jan. 1, 1970, but all other issues remained unsettled.	Dec. 10—
540,000	Emergency congressional legislation, Public Law 92-17, ended the walkout. The bill provided: 5-percent general wage increase retroactive to January 1, 1970; additional 30 cents per hour for skilled employees and 18 cents for others, retroactive to November 1, 1970; Public Law extended through September 30, 1971. In total, agreement provides for 46-percent pay increase over 42 months. Other provisions include sick leave benefits equal to 70 percent of a worker's pay.	May 17—1971
125,000	42-month agreement providing: Wage increases of 42 percent over the period of the contract. Changes in some work rules were designed to improve the operations of the industry.	July 16—
24,000	The stoppage, which resulted from a dispute over the elimination of some switchmen's jobs, ended when a Federal judge issued an injunction ordering an end to the strike. The issue was submitted to the National Railroad Adjustment Board for binding arbitration.	Mar. 10—1972
11,000	32-month contract providing a 15-percent wage increase effective April 30, 1973, and 10-percent increases effective July 1, 1974, and September 30, 1974; cost-of-living and adjustment tied to the Consumer Price Index; "service bonus" of \$300 payable July 15, 1973, and \$200 payable July 15, 1974; additional holiday (Friday after Thanksgiving) effective calendar year 1973; increase in major medical coverage.	Oct. 20—
73,000	The strike, which occurred when Penn Central issued a rule reducing the basic train crew through arbitration from 3 men to 2, ended when a special action by Congress ordered the strikers back to work for 90 days. On May 25, 1973, Penn Central Officials postponed indefinitely the reduction in crew.	Feb. 8—1973
10,000	Strike called over a 2-year old grievance pertaining to the operation of electrical trains by non-IBEW members; ended when the company obtained a temporary injunction and the National Mediation Board agreed to take jurisdiction in the matter.	July 30—1974
22,400	Strike precipitated by lack of progress in industry wage and job security negotiations in Washington, D.C. Workers retruned at urging of union leadership following invocation of mediation.	Jan. 27—1975

Table 3. Work stoppages in the railroad industry involving 10,000 workers or more, 1950-76 —Continued

Beginning date	Approximate duration (calendar days) ¹	Establishment(s) and location	Union(s) involved ²
1975—Continued —Oct. 16	2	Southern Pacific Railroad , Southwest and Far East	Brotherhood of Railway Airline, and Steamship Clerks, Freight Handlers, Express and Station Employees
1976 .....	.....	None .....	.....

¹ Includes nonworkdays, such as Saturdays, Sundays, and established holidays.

² The unions listed are those directly involved in the dispute, but the number of workers involved may include members of other unions or nonunion workers idled by dispute in the same

establishments. The unions are affiliated with the AFL-CIO, except where they are otherwise noted. Number of workers involved is the maximum number idled for 1 shift or longer in establishments directly involved in a stoppage. This figure does not measure the indirect or secondary effect on other establishments or industries whose employees are made idle as a result of material or service shortage.

Approximate number of workers involved ²	Major terms of settlement	Beginning date
30,000	Strike followed breakdown of talks involving year-long dispute concerning reassignment of employees. Strike was enjoined. Workers returned.	1975—Continued Oct. 16—
.....	..... None .....	..... —1976

³ A back-to-work movement began on Feb. 6 in several eastern cities. Other workers complied with an Army directive, issued Feb. 8, 1951, which ordered them to return to their jobs within 48 hours or face dismissal and loss of seniority rights.

⁴ Most workers returned to their jobs on Mar. 12, but

employees of the New York Central System in Toledo, Ohio, and Elkhart, Ind., did not return until Mar. 13.

⁵ Picket lines were established at railroad terminals and railroad operating employees were idled in 10 States.

⁶ Almost three-fourths of the workers were idle only 1 day.

Collective bargaining industry fact sheets

Released in 1971:

Airlines	USDL: 71-188
Longshore	USDL: 71-470

Collective bargaining summary reports

Released in 1972:

Maritime	October 1972
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Released in 1973:

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Electrical Machinery	April 1973
Meat Packing	June 1973
Motor Vehicles	June 1973
Farm Machinery	July 1973

Released in 1974:

Basic Steel	March 1974
Aerospace	July 1974
Telephone	July 1974
Bituminous Coal	August 1974

Released in 1975:

Railroads	April 1975
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Released in 1976:

Rubber (Report 458)	April 1976
Electrical Machinery (Report 463)	June 1976
Meat Products (Report 467)	August 1976
Motor Vehicles (Report 479)	October 1976

Released in 1977:

Basic Steel (Report 489)	April 1977
Telephone Industry (Report 502)	July 1977
Longshore Industry (Report 510)	October 1977
Aerospace Industry (Report 513)	November 1977
Bituminous Coal Industry (Report 514)	December 1977

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